



# Military Crosswalk Guide

John Keel, CPA  
State Auditor

## Overview

To increase employment opportunities for veterans of the U.S. Armed Forces, the 84th Legislature passed Senate Bill 389, which amended Chapters 654 and 656 of the Texas Government Code. In accordance with Texas Government Code, Section 656.002, state agencies are required to include applicable Military Occupational Specialty (MOS) codes from each branch of the U.S. Armed Forces on all forms and notices related to employment openings.

The State Auditor's Office has created a military crosswalk document designed to match the MOS codes from each branch of the U.S. Armed Forces to each job classification series in the State's Position Classification Plan.

**The military crosswalk is intended to serve as a general guideline for state agency use.** State agencies have the flexibility to use the MOS codes that best reflect the responsibilities of the position being posted.

**Applicability of the Military Crosswalk:** *The State Auditor's Office maintains the military crosswalk, which is provided as a resource. The State Auditor's Office will strive to keep this crosswalk current; therefore, it will be updated as needed. However, due to the complex and changing nature of the subject matter, there may be a delay between official publication of materials by the U.S. Armed Forces and any related modifications on this Web site.*

*Agencies are responsible for confirming the skill sets of job applicants that are appropriate for their employment openings. This military crosswalk applies to entities that use the State's Position Classification Plan. Entities are responsible for consulting with their own attorneys to determine whether they are subject to the State's Position Classification Plan.*

**Additional information:** Questions concerning this military crosswalk should be directed to the Classification Analyst in the State Auditor's Office's State Classification Team assigned to your entity. Contact information for the analysts is at <http://www.sao.state.tx.us/Contact/mgmtart.aspx>.



# Military Crosswalk Guide

John Keel, CPA  
State Auditor

## Components of the Military Crosswalk

The format of the military crosswalk is as follows:

- The military crosswalk is divided by occupational category. An occupational category is a broad series of job families characterized by the nature of work performed (for example, Criminal Justice).
- Within each occupational category, the military crosswalk shows matches to each State of Texas job classification series. A job classification series is a hierarchical structure of jobs arranged into job classification titles involving work of the same nature but requiring different levels of responsibility (for example, Correctional Officers).
- Military codes are divided by military branch and by enlisted or officer. Codes for Warrant Officers are under the "Officer" section. If a code is specifically for a Warrant Officer, "Warrant" is specified after the title in the description field.
- MOS codes are at the top of the crosswalk and categories are at the bottom of the crosswalk. Categories are defined as Army Career Management Fields and Branches of Officers and Warrant Officers; Navy Occupational Fields and General Categories; Coast Guard Specialties; Marine Corps Occupational Fields; and Air Force Career Fields and Utilization Fields.
- **Codes that are no longer in active use are not published in the military crosswalk document.**
- If there is no match, "no military equivalent" is specified in the description field.

## Military Crosswalk Example

Occupational Category																				
Job Classification Series																				
Job Classification Number/Title	Army Military Occupational Codes				Navy Ratings and Designators				Coast Guard Ratings				Marine Corps Occupational Codes				Air Force Specialty Codes			
	Enlisted		Officer		Enlisted		Officer		Enlisted		Officer		Enlisted		Officer		Enlisted		Officer	
	Code	Description	Code	Description	Code	Description	Code	Description	Code	Description	Code	Description	Code	Description	Code	Description	Code	Description	Code	Description
Job Classification Number/Title	Army Career Management Fields and Branches of Officers/Warrant Officers				Navy Occupational Fields and General Categories				Coast Guard Specialties				Marine Corps Occupational Fields				Air Force Career Fields and Utilization Fields			
	Enlisted		Officer		Enlisted		Officer		Enlisted		Officer		Enlisted		Officer		Enlisted		Officer	
	Code	Category	Code	Category	Code	Category	Code	Category	Code	Category	Code	Category	Code	Category	Code	Category	Code	Category	Code	Category

## Legend for the Military Crosswalk

### United States Army

**Enlisted** - The MOS code consists of five alphanumeric characters. The first three characters (two numbers and one letter) identify the specialty without regard to the skill level. For the purpose of the military crosswalk, the first three characters are displayed.

**Warrant Officer** – The Warrant Officer MOS code consists of four alphanumeric characters. The first three characters (three numbers) define a military occupation and the last character (a letter) designates definable qualifications within the occupation.

**Commissioned Officer** – The Officer Specialty Skill Identifier (SSI) code consists of three alphanumeric characters. The three characters (two numbers and one letter) identify the specialty skill requirements of a position and qualifications of the officers.



# Military Crosswalk Guide

John Keel, CPA  
State Auditor

Sources/Supporting Documents: *Occupational Conversion Index, Enlisted/Officer/Civilian*, DoD 1312.1-1, March 2001, U.S. Department of Defense, and *O\*Net Online Military Crosswalk Search*, <http://www.onetonline.org/crosswalk/MOC/>, The National Center for O\*Net Development.

## **United States Navy**

**Enlisted** – General Ratings consists of two letters. Ratings are broad, enlisted career fields that identify occupational specialties that encompass related aptitude, training, experience, knowledge, and skills for the purposes of career development and advancement. Service Ratings, Emergency Ratings, Compression Ratings, Navy Enlisted Billet Classification (NEBC) codes, or Navy Enlisted Classification (NEC) codes are not included in the military crosswalk.

**Commissioned Officer** – The Officer Designator Code consists of four numbers that are used to group officers by categories for personnel accounting and administrative purposes and to identify the status of officers. The first three numbers identify the categories in which the officers are appointed and/or designated; the fourth number is the status of the officers within the various categories. The military crosswalk reports the first three numbers and then "X" as the last number. Subspecialty (SSP), Navy Officer Billet Classification (NOBC), or Additional Qualification Designator (AQD) codes are not included in the military crosswalk.

### **Legend for Navy Commissioned Officers**

- RL – Restricted Line
- URL – Unrestricted Line
- LDO – Limited Duty Officer
- SC – Staff Corps
- CWO – Chief Warrant Officer

Sources/Supporting Documents: *Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards, Volume I, Navy Enlisted Classifications (NECs)*, NAVPERS 18068F, April 2015, U.S. Department of the Navy; *Manual of Navy Officer Manpower and Personnel Classifications, Volume I, Major Code Structures*, NAVPERS 15839I, April 2015, U.S. Department of the Navy; *Occupational Conversion Index, Enlisted/Officer/Civilian*, DoD 1312.1-1, March 2001, U.S. Department of Defense; and *O\*Net Online Military Crosswalk Search*, <http://www.onetonline.org/crosswalk/MOC/>, The National Center for O\*Net Development.

## **United States Coast Guard**

**Enlisted** - Ratings consists of two letters that are general occupations that consist of specific skills and abilities. In addition, occupations are described with five numbers in which the first three numbers describe the rate and the last two numbers are the pay grade. For the purposes of the military crosswalk, the first three numbers for an occupation are displayed.

**Warrant Officer** - Specialty Codes consists of three numbers or four letters that are general occupations that consist of specific skills and abilities.

**Commissioned Officer** - Officer Specialty Codes (OSC) consists of "CG-" and three letters and two numbers. The first three letters are the abbreviated term for the specialty's name, and the two-digit sequential number represents the subspecialty. For the purpose of the military crosswalk, the "CG-" will not be displayed. In addition, occupations are described with two numbers that are based on specific skills and abilities.



# Military Crosswalk Guide

John Keel, CPA  
State Auditor

Sources/Supporting Documents: *Coast Guard Officer Specialty Management System Manual*, COMDTINST M5300.3, June 2013, U.S. Department of Homeland Security; *Coast Guard Officer Accessions, Evaluations, Promotions*, COMDTINST M1000.3A, September 2013, U.S. Department of Homeland Security; *Occupational Conversion Index, Enlisted/Officer/Civilian*, DoD 1312.1-I, March 2001, U.S. Department of Defense; and *O\*Net Online Military Crosswalk Search*, <http://www.onetonline.org/crosswalk/MOC/>, The National Center for O\*Net Development.

## **United States Marine Corps**

**Enlisted, Warrant Officer, and Commissioned Officer** - Military Occupational Specialties consist of four numbers used in conjunction with a descriptive title to identify Marine Corps occupational requirements and personnel skills capability. Primary MOS (PMOS), Necessary MOS (NMOS), Free MOS (FMOS), Exception MOS (EMOS), and Additional MOS (AMOS) are included in the military crosswalk.

Sources/Supporting Documents: *Military Occupational Specialties Manual (MOS Manual)*, NAVMC 1200.1, July 17, 2014, U.S. Department of the Navy; *Occupational Conversion Index, Enlisted/Officer/Civilian*, DoD 1312.1-I, March 2001, U.S. Department of Defense; and *O\*Net Online Military Crosswalk Search*, <http://www.onetonline.org/crosswalk/MOC/>, The National Center for O\*Net Development.

## **United States Air Force**

**Enlisted** - Specialty Codes are five alphanumeric characters. The first three characters identify the category, and the last two characters denote the skill level of the individual within the broad occupation code. The military crosswalk reports the first three characters and then "X" within the last two characters. In addition, Special Duty Identifiers are specific codes (five alphanumeric characters) that identify authorizations for enlisted individuals who are performing a group of tasks on a semi-permanent or permanent duty basis. Those tasks are unrelated to any specific career field and do not have a normal career progression pattern. Reporting Identifiers are specific codes (five alphanumeric characters) that identify tasks that are not identifiable in the Air Force classification structure.

**Commissioned Officer** - Specialty Codes are four alphanumeric characters. The first three characters identify the category, and the last character denotes the skill level of the individual within the broad occupation code. The military crosswalk reports the first three characters and then "X" as the last character. In addition, Special Duty Identifiers are specific codes (four alphanumeric characters) that identify authorizations for officers who are performing a group of tasks on a semi-permanent or permanent duty basis. Those tasks are unrelated to any specific career field and do not have a normal career progression pattern. Reporting Identifiers are specific codes (four alphanumeric characters) that identify tasks that are not identifiable in the Air Force classification structure.

Sources/Supporting Documents: *Air Force Enlisted Classification Directory (AFECD)*, *The Official Guide to the Air Force Enlisted Classification Codes*, October 31, 2014, U.S. Department of the Air Force; *Air Force Officer Classification Directory (AFOCD)*, *The Official Guide to the Air Force Officer Classification Codes*, October 31, 2014, U.S. Department of the Air Force; *Occupational Conversion Index, Enlisted/Officer/Civilian*, DoD 1312.1-I, March 2001, U.S. Department of Defense; and *O\*Net Online Military Crosswalk Search*, <http://www.onetonline.org/crosswalk/MOC/>, The National Center for O\*Net Development.



# Military Crosswalk Guide

John Keel, CPA  
State Auditor

## Frequently Asked Questions

### 1. What are MOS codes?

MOS codes are codes that the U.S. Armed Forces use to identify a specific job. Codes for this purpose are defined as Army Military Occupational Codes, Navy Ratings and Designators, Coast Guard Ratings, Marine Corps Occupational Codes, and Air Force Specialty Codes.

### 2. What if no MOS codes fit the job opening or if we find a better match that is not on the military crosswalk?

The military crosswalk is intended to serve as a general guideline for state agency use. State agencies have the flexibility to use the MOS codes that best reflect the responsibilities of the position being posted, if any are applicable.

### 3. Can we use the categories instead of the specific MOS codes?

In accordance with Texas Government Code, Section 654.0375, the State Auditor's Office identified MOS codes from each branch of the U.S. Armed Forces that corresponded to each position in the State's Position Classification Plan. Texas Government Code, Section 656.002, requires a state agency to include the MOS code on all employment openings. Agencies should confer with their general counsel to determine whether categories can be used instead of MOS codes.

### 4. Do we have to use every code from every branch?

Texas Government Code, Section 656.002, requires a state agency to include on all forms and notices related to a state agency employment opening the MOS code from each branch of the U.S. Armed Forces that corresponds to the employment opening if the duties of the available position correlate with a military occupational specialty. State agencies have the flexibility to use the MOS codes that best reflect the responsibilities of the position being posted.

### 5. How do I recommend any changes to the military crosswalk?

Please contact your agency's classification analyst at the State Auditor's Office at (512) 936-9500 if you have any questions or recommended changes.

## Helpful Resource

*O\*Net Online - Military Crosswalk Search*

<http://www.onetonline.org/crosswalk/MOC/>